



Administrative Progress Report (APR)

June 2008

To: POST Commissioners and Advisory Committee Members

From: PAUL A. CAPPITELLI
Executive Director

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

VEHICLE OPERATIONS TRAINING ADVISORY COUNCIL CONVENED

The Vehicle Operations Training Advisory Council (VOTAC) met in June. The broad-based VOTAC, created in March 2008, reviewed a 124-page preliminary report prepared by POST staff in their study of traffic collisions involving law enforcement vehicles. The study is responsive to POST Strategic Plan Objective B.10, “Enhance and continue the study of driver training methods and vehicle-related high-risk activities to improve training, enhance safety, and reduce preventable collisions and injuries.”

The VOTAC consensus was that training emphasis should be on fostering sound judgment within a realistic context (e.g., high speed, interference vehicles, and nighttime conditions). The VOTAC endorsed the quality and breadth of work undertaken to date and recommended the following additional actions:

- Additional analysis of the circumstances (causal factors) of fatal peace officer driver collisions
- Additional research of peace officer driver injury collisions
- Year-by-year detailing of LEOKA data (versus 5-year periods) to better assess trends
- Survey of seatbelt usage statewide (i.e., department policy: required versus optional)
- Research length of shifts and overtime to assess impacts of fatigue as a causal factor in collision rates
- Research vehicle equipment installation and use to assess any safety/collision-related issues
- Assess existing driver/vehicle operations training curriculum for “gaps”
- Compare California basic driver training with the training offered in other states

The Driver Training Study and the involvement of the VOTAC are ongoing. While resource and policy decisions are expected to be made by the Commission in October, ongoing research and advice from the VOTAC will assist in the implementation and refinement of recommendations, as well as future planning.

Questions about the Driver Training Study or the Vehicle Operations Training Advisory Council may be directed to Senior Consultant Bryon Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov.

On June 27, 2008, the POST Special Events Committee (SEC) hosted its 5th Annual “Bring Your Children to Work Day.” POST began hosting this event for children of POST staff in April 2003. National Bring Your Children to Work Day is in April; however, the POST SEC moved the event to June to both increase attendance and limit interference with school schedules.



This year's event marked two small milestones - the 5th presentation of this event, and our highest attendance of 45 children. The theme of the event was based on continuing law enforcement duties through the Field Training Program. In 2006, the children experienced training in a basic academy and, upon conclusion, were then eligible to participate in the Field Training Program.



Children and volunteers enjoy events at "Bring Your Children to Work Day."

The Field Training Program included training in EVOC (tricycles, big wheel, and scooters), Lifetime Fitness, Handcuffing Techniques, Baton Training, Patrol Vehicle functions, Vehicle Stop, Vehicle Search, Evidence Collection, Suspect Arrest, and writing a subsequent incident report. The POST SEC is grateful for the participation and support of Sergeant Mark D’Arelli, California Highway Patrol Basic Academy; Officer Kenneth Hardesty, San Jose Police Department Basic Academy; Officers Hector Villarreal with K-9 Tjarbo and Ryan Elmore with K-9 Radar, Elk Grove Police Department; Dispatchers Nicole Phillips, Kat Marchant, and Rebecca Monti, Elk Grove Police Department; and the POST Leadership Team. Their participation in the event greatly contributed to the positive experience enjoyed by the children.

Questions about the annual POST “Bring Your Children to Work Day” may be directed to Associate Analyst Connie Paoli, Basic Training Bureau, at (916) 227-4260 or Connie.Paoli@post.ca.gov.

NATIONAL SUMMIT ON LAW ENFORCEMENT RECRUITMENT AND RETENTION ATTENDED

During June, a two-day *National Summit on Police Recruitment and Retention in the Contemporary Urban Environment* was hosted by the RAND Corporation in Arlington, VA. The meeting consisted of presentations and panel discussion regarding the problems law enforcement faces in recruiting and retaining qualified peace officers.

The presentations consisted of an overview of the problem as studied by members of the RAND Corporation, the changing workforce, successful efforts undertaken by law enforcement agencies throughout the country, military recruiting methods, recruitment and retention best practices, recruitment challenges faced by the New Orleans Police Department following Hurricane Katrina, and work being undertaken by the RAND Corporation to develop and provide resources to law enforcement to address challenges of recruitment and retention.

Approximately 100 researchers, panelists, and law enforcement representatives attended the Summit. Assistant Executive Director Alan Deal made a presentation at the Summit on work done by POST to provide resources to California law enforcement agencies to assist them in addressing recruitment and retention problems.

Questions about the summit on law enforcement recruitment and retention may be directed to Assistant Executive Director Alan Deal, Standards and Development Division, at (916) 227-2807 or Alan.Deal@post.ca.gov.

PREPARATION FOR EDI ONLINE COURSE ROSTERS

On June 10, 2008, POST implemented the course roster portion of the Electronic Data Interchange (EDI) application. Three presenters and several POST ISB staff members are pilot-testing the online rosters. The Elk Grove Police Department became the first presenter to submit a completed course roster for a presentation of their Motorcycle Training course.

When pilot-testing is completed, presenters will be able to enter or correct their course rosters online through the EDI. In addition, presenters will have the capability of starting a course roster worksheet prior to the start of the class.

Presenters and staff members are looking forward to the implementation of the EDI online course roster. When a course roster is completed and electronically submitted to POST, a course training record will appear on the individual's training profile. This new process will reduce the paper roster backlog in key data entry and avoid the time lag in updated training profiles.

Questions about the EDI online course rosters may be directed to Supervising Program Technician Jackie McGovern, Information Services Bureau, at (916) 227-4839 or Jackie.McGovern@post.ca.gov, or to Senior Information Systems Analyst John Barry, Computer Services Bureau, at (916) 227-3905 or John.Barry@post.ca.gov.

PEACE OFFICER RECRUITMENT, SELECTION, AND RETENTION PRESENTATION MADE AT THE ANNUAL CONFERENCE OF THE INTERNATIONAL PUBLIC MANAGEMENT ASSOCIATION ASSESSMENT COUNCIL

A presentation entitled "Lessons Learned and Best Practices in the Recruitment, Selection, and Retention of Peace Officers," was made at the annual conference of the International Public Management Association Assessment Council (IPMAAC) held in Oakland from June 8-11, 2008. IPMAAC is the leading organization in the field of employee selection and assessment. Members include personnel directors and managers, staffing specialists, management consultants, psychologists, attorneys, and academics.

The co-presenters included Supervising Senior Personnel Selection Consultant Shelley Spilberg, Ph.D., who spoke about POST research and findings in the area of peace officer recruitment, selection, and retention, and Chief Ronald Davis of the City of East Palo Alto Police Department who discussed his successful efforts to recruit and retain peace officers despite facing obstacles such as low salaries, high crime rates, and a past history of corruption. Presentation materials are available on the IPMAAC website at www.ipmaac.org.

Questions about the presentation at the International Public Management Association Assessment Council may be directed to Supervising Senior Personnel Selection Consultant Shelley Spilberg, Standards and Evaluation Services Bureau, at (916) 227-4824 or Shelley.Spilberg@post.ca.gov.

GAMING PROJECT LAUNCHES TEST WEBSITE FOR ACADEMIES

The project to develop an Internet-based game designed to assess and remediate peace officer report writing deficiencies is progressing. The game developer, Studio Kinection, Inc., made a presentation at the June meeting of the Basic Course Consortium in which they demonstrated their progress and announced the launching of a website (www.AcademyGame.com) where academy staff can register to test and provide feedback on early prototypes of the game. This feedback will be used to guide development of the final product which will be delivered to POST in December 2008.

Questions about the gaming project may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standard and Evaluation Services Bureau, at (916) 227-4830 or Elizabeth.Wisnia@post.ca.gov.

POST RELEASES TELECOURSE FOR EXTRADITION PROCEDURES (LAW ENFORCEMENT OFFICERS FLYING ARMED)

The California POST Training Network (CPTN) has released the *Extradition Procedures (LEOs Flying Armed)* telecourse. This telecourse addresses procedures and skills training for extradition procedures, as well as current guidelines for law enforcement officers (LEOs) flying armed. Specifically, the content of this telecourse provides law enforcement officers training for the proper procedural planning and transport of a prisoner while flying armed. Training points are presented as step-by-step instruction for planning and carrying out an extradition, including moving through the airport, interfacing with airline personnel/airport security, and controlling the positioning and in-flight time with a prisoner.

The telecourse includes federal flying armed guidelines that satisfy the flying armed training required by TSA/DHS for law enforcement officers. Transportation security officials from the Federal Air Marshal Service, Office of Personnel and Training, participated in development of the telecourse.

A checklist for extradition procedures is also included on the DVD as a downloadable PDF file. This document covers the guidelines for extradition, including what to carry in an extradition kit, how to prepare the prisoner for flying, and how to use additional airport or law enforcement resources during prisoner transport.

Questions about the telecourse on extradition procedures may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

POST TELECOURSES WIN 22 NATIONAL AWARDS

POST telecourse videos have won nearly two dozen national awards as part of the annual Telly Award and Aurora Award competitions. Eight telecourse videos won in the 29th Annual Telly Award Competition. The “K-9 Unit Operations” and “Weapons Law” telecourses both received the top honor of a Silver Telly, and six of the winning telecourses received the Bronze Telly for outstanding programming. The Bronze winners include: “Achieving Training Excellence,” “Building Law Enforcement Image,” “Preventing Law Enforcement Suicide,” “Pursuit Driving Update,” “Sexual Assault Investigations: Adults and Adolescents,” and “Prisoner Security.”

The Telly Awards, founded in 1980, showcase and recognize outstanding film, video, and non-network television programming. The Telly has become one of the most sought-after awards in the commercial video industry and symbolizes a significant creative achievement for winners. Entries are rated on a ten-point scale and compete against a higher standard of excellence. Judging panels consist of a group of more than 40 highly qualified production professionals.

The 2008 Aurora Awards Competition has recognized 14 POST video telecourses with awards, including seven top-honor Platinum Awards. POST telecourses “Preventing Law Enforcement Suicide,” “2007 Legal Update,” “K-9 Unit Operations,” “Weapons Law,” “Sexual Assault Investigations: Adults and Adolescents,” “Victims of Violence: A Guide to Help Bring Justice,” and “Youth Violence Update” won the Platinum Best of Show Award, while the telecourses “Achieving Training Excellence,” “Pursuit Driving Update,” “Legal Update 2008,” “Tactical Communications Update,” “Racial Profiling Update,” “Prisoner Security,” and “Protecting our Transportation Systems” won the Gold Award.

The Aurora Award recognizes those in the video and film industries who have created innovative subject matter in an effort to raise the level of consciousness of their audiences. The Award also recognizes those who captivate an audience while breaking past barriers of race and stereotypes through contemporary images and ideas. Aurora judging panels are chosen from the top industry professionals throughout the United States. The telecourse programs were judged individually against an absolute scale of excellence rather than by comparison with other entrants.

Questions about POST telecourses or the California POST Television Network (CPTN) may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

BASIC COURSE SKILLS TESTING PROJECT CONTINUING

POST Strategic Plan Objective A.4.02 directs staff to establish standardized skills tests for vehicle operations, arrest methods, and firearms competency testing in the Basic Course. The Emergency Vehicle Operation Course (EVOC) skills test validation project was completed in June and arrangements have been made to deliver regional train-the-trainer sessions. Also this month, the pilot study of the new Arrest and Control skills test forms commenced at two academy sites. As reported previously, staff completed the Firearms skills project in March. The new standardized forms for assessing student performance during firearms and vehicle operations training are now available on the POST Basic Course Informational Website; academies are using them statewide.

Questions about the Basic Course Skills Testing Project may be directed to Bureau Chief Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-4832 or Ken.Krueger@post.ca.gov.

FIRST AID/CPR ONLINE COURSE AVAILABLE

The First Aid/CPR online course became available via the POST Learning Portal in June. The course satisfies the requirement for First Aid/CPR refresher training; however, officers using the online course will be required to separately complete the skills demonstration. Directions for completing both parts will be provided in the online training. Completion of the online course and skills demonstration will be recorded via the POST Learning Portal and training records will be automatically updated.

Questions about the First Aid/CPR online course may be directed to Senior Instructional Designer Sven Blomberg, Learning Technology Resource Center, at (916) 227-4547 or Sven.Blomberg@post.ca.gov.

PHYSICAL TRAINING INSTRUCTOR COURSE PRESENTED IN HUNTINGTON BEACH

In June, the Basic Level Physical Training Instructor Course was presented at the Golden West College Criminal Justice Training Center in Huntington Beach. POST staff and a Golden West instructor trained 35 new Basic Academy Physical Training Instructors.

Questions about the Physical Training Instructor Course may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or Michael.Catlin@post.ca.gov.

POST INSTALLS AUTOMATED EXTERNAL DEFIBRILLATORS (AEDs)

Sudden cardiac arrest is the nation's leading cause of death. Automated External Defibrillators (AEDs) are devices designed to administer, if necessary, an electric shock to the heart of a sudden cardiac arrest victim and to assist with the application of Cardiopulmonary Resuscitation (CPR) if appropriate. In a continuing effort to ensure the safety and well-being of staff, POST has installed AEDs in four strategic locations in the building.

POST has trained 28 staff members to use the AED as of June 30. Another 28 are expected to receive training in July. All POST employees are encouraged to take the training. Additional classes will be provided, if needed. Training includes use of the AED, CPR, and First Aid components. Staff received certificates after completing the entire course as approved by the American Heart Association.

Questions about the First Aid/CPR/AED training may be directed to Safety Coordinator Karen Cramer, Administrative Services Bureau, at (916) 227-4536 or Karen.Cramer@post.ca.gov.

CALENDAR OF EVENTS ON THE POST WEBSITE

For security reasons, the POST Calendar of Events is located in the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE - STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2007/08 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 2028</u> (Solorio)	<p>Fair employment: Peace Officers: Background Investigation: This bill would, notwithstanding existing law, allow a required background investigation into good moral character, including investigation into non-medical and non-psychological information, to be performed after a conditional offer of employment to be a peace officer to the extent not prohibited by federal law.</p> <p>Commission Position: Support</p>	Senate First Reading

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 2698</u> (Calderon)	Career Technical Education: Peace Officer Standards and Training: This bill would require the Superintendent to coordinate the development of model curriculum standards for a career technical education course of study relevant to training to become a peace officer by January 1, 2010, and would require the Commission to work in consultation and coordination with the Superintendent to develop the model curriculum standards. Commission Position: Support	Assembly Appropriations (Held)
<u>SB 1523</u> (Kuehl)	Domestic Violence Victims: Limited English Proficiency: This bill would require that the written notice furnished to victims at the scene of domestic violence be translated in languages of each limited-English-proficient language. The bill would also require law enforcement agency policies to include timely, effective, and accurate communication with persons who have limited English proficiency. Commission Position: Oppose	Senate Appropriations 5/22/08 (Held)
<u>SB 1531</u> (Correa)	Peace Officer Training: Autistic Persons: This bill would specify that the Commission on POST develop a course on Autism Spectrum Disorder in consultation with designated entities, and distribute, as necessary, a training bulletin via the Internet to specified law enforcement agencies. Commission Position: Support	Assembly Consent Calendar 7/3/08
<u>SB 1770</u> (Padilla)	Anti-Reproductive-Rights Crimes: This bill would require the Commission on POST to prepare guidelines establishing standard procedures that may be followed by law enforcement agencies in the investigation and reporting of cases involving anti-reproductive-rights crimes and require the Commission to distribute, as necessary, training bulletins, via the Internet, to law enforcement agencies that participate in the anti-reproductive-rights training. Commission Position: Support	Assembly Third Reading 7/3/08